

AGN. NO. \_\_\_\_\_

**MOTION BY SUPERVISORS MARK RIDLEY-THOMAS AND  
HILDA SOLIS**

**MARCH 24, 2015**

**Report Back on Wage Increase for IHSS Workers**

There are over 140,000 In-Home Supportive Service (IHSS) home care workers providing care for approximately 190,000 seniors and persons with disabilities in Los Angeles County (County). Over 45,000 of those providers participate in the Public Assistance Service Council-Service Employees International Union (PASC-SEIU) health plan with LA Care. IHSS providers care for and support the County's most vulnerable residents so that they can remain safe and independent in their homes and communities, thereby avoiding higher-cost institutional settings.

Despite the critical services these low-wage workers perform for the County's most vulnerable population, on January 14, 2014, a federal trial-level court vacated the United States Department of Labor's minimum wage and overtime rule for home care workers, scheduled to take effect January 1, 2015, that would have compensated IHSS providers for the work they perform beyond the traditional eight-hour day, forty-hour work week. At the State level, IHSS providers were specifically carved out of recently enacted legislation (Assembly Bill 1522), which provides California workers in all other workforce sectors the basic right to paid sick leave.

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On May 31, 2013, the State approved the County's application for a wage increase from \$9.00 to \$9.65 per hour for IHSS workers first authorized by the Board of Supervisors in June 2012, concluding a nearly yearlong effort to secure a \$.65 raise. This was the first wage increase received by IHSS workers in over six years. Last year the State raised the minimum wage to \$9.00 per hour effective July 1, 2014. At this level of compensation, many home care workers rely on public assistance programs to make ends meet. Furthermore, attrition creates an unstable workforce and contributes to costly turnover, hospitalization and institutionalization.

Communities across California including the City of Los Angeles, San Diego, West Hollywood, Berkeley, Oakland, and San Francisco have taken steps to recognize the importance of creating a pathway to \$15.00 per hour as a standard to lift workers out of poverty, promote job creation and economic growth, and revitalize communities particularly in neighborhoods where low-wage workers live and spend up to 50% of their income on housing.

Although the State is scheduled to assume responsibility for collective bargaining in counties as of July 1, 2015, IHSS providers in Ventura County won a path to \$12.50 per hour over a three year period in May 2014. In August 2014, IHSS providers in Alameda County won a wage increase, bringing their hourly wage up to \$12.50 per hour.

In support of National Caregivers Month, several Los Angeles County municipalities, including Pomona, Hawthorne, Long Beach and Glendale adopted resolutions or proclamations recognizing IHSS workers' campaign for dignity and a path to earning \$15.00 per hour as standard to lift all workers out of poverty.

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**WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

Direct the Interim Chief Executive Officer and the Director of the Department of Public Social Services to report back to the Board of Supervisors in writing in thirty days on the financial impact to the County of Los Angeles if the Personal Assistance Services Council (PASC) approves a wage increase of \$13.25 per hour or \$15.25 per hour and three days of paid sick leave for In-Home Supportive Service workers, that becomes effective in the 2015-16 Fiscal Year.

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